A PROPOSAL
FOR
THE PREMIER'S COUNCIL ON THE STATUS OF PERSONS WITH DISABILITIES

88-02772/

Table of Contents

	Page
Introduction	1
Steering Committee	3
The Function of the Council	5
• Mandate	6
• Role	7
• Goals	8
• Objectives	9
• Activities	10
The Structure of the Council	11
• Council Composition	12
- Membership	12
- Terms of Office	12
- Total Number of Members	12
- Chairman	13
- Remuneration/Expenses	13
• Secretariat	14
- Executive Director	14
• Appointments	15
- Nomination/Selection Process	15
• Committees of Council	16
• Context of the Council	17
The Relationship of Council	19
• With Government	20
• With Non-Government	21
• With Other Councils and Boards	22
Glossary	23
Appendix One: Summary of Concerns Expressed to the Steering Committee	28
Appendix Two: Acknowledgements	32
Appendix Three: List of Written Submissions	39

Introduction

In March, 1987, Rick Hansen had a very significant meeting with Premier Don Getty. As a result of this meeting, Premier Getty made a commitment to all Albertans with disabilities: establishment of a Premier's Advisory Council on the Status of Disabled Persons.

The Premier's decision rests strongly on a need for both government and public awareness of issues having an impact on the lives of persons with all types of disabilities. These issues were summarized in a brief prepared with input from a wide cross-section of affected persons and groups.

Although much has been done to assist persons with disabilities, the broad scope of these issues, as well as the sheer numbers of Albertans with disabilities, points to the need for positive action on behalf of this large segment of our population. According to the Statistics Canada Health and Disability Survey (1983-84), approximately 226,000 Albertans reported one or more disabilities.

On September 22, 1987, the Hon. Jim Dinning appointed a Steering Committee with the mandate "to manage the development of a detailed proposal leading to the establishment of the Council." In an announcement on September 30, 1987, the Premier stressed that a key element of the Steering Committee's work would be to ensure that all affected parties were consulted. Consequently, an invitation for submissions to the Steering Committee was extended through its announcement and subsequent advertisements.

This announcement included the publication of Steering Committee members' names and the beginning of an intensive information-gathering process. Committee members and the consultant heard presentations from individual consumers and their families, consumer groups, related professionals, and

Introduction

agency and government representatives in Grande Prairie, Fort McMurray, St. Paul, Edmonton, Red Deer, Calgary, Medicine Hat and Lethbridge. Out of more than 400 groups contacted a total of 175 agencies, government representatives and individuals responded.

From the vast amounts of information received, statements on the Council's mandate, role, goals, objectives, activities, structure, and relationships were tabulated. Based on the statements gathered, the Steering Committee formulated the following proposal.

The Steering Committee wishes to thank the many Albertans who responded so generously to the request for views and opinions during the information-gathering phase of the process. Not only was information incorporated from formal letters, submissions and interviews, but particular note was taken of the heartfelt statements made by individual consumers and their families. Appendix 1 documents a summary of concerns expressed to the Steering Committee. It is the Steering Committee's hope that our proposal will address and, ultimately, lead to the resolution of the many concerns raised during its work.

Steering Committee

Members

Dennis Barr is the Executive Director, Mental Health Division, Department of Community and Occupational Health.

Eric Boyd has been employed by the Canadian Paraplegic Association in Alberta since March 1983, having worked with the Association in other provinces since 1975. Eric's background is in rehabilitation counselling and association management. He is actively involved in a number of provincial committees dealing with physical disabilities including building standards, housing and personal support services. He also served as Co-Chairman of the Provincial Organizing Committee for the Rick Hansen Man-In-Motion World Tour.

David Kelly is the Assistant Deputy Minister, Policy and Service Design, Department of Social Services.

Greg Latham (Chairman) has been involved in the field of transportation of the disabled persons since 1974. In 1975 he was instrumental in setting up DATS in Edmonton, which was the first system of its kind in Canada. Greg has been involved in a wide variety of activities in this field in both a professional and volunteer capacity at the Municipal, Provincial and Federal level. He is committed to a consultative process working with disabled persons, government, and services providers in the development of policy options for effective delivery of services.

Donna Martini is presently Vice-President of the Alberta Association for Community Living and Past President of the Calgary Association for the Mentally Handicapped. Donna is presently employed as a Student Services Consultant for the Calgary Catholic School Board and previously worked as a classroom teacher and program specialist for children with mental handicaps. Donna is foster mother to Paul, aged 21, who has a mental handicap.

Steering Committee

Margaret Shone is an Edmonton lawyer with a special interest in mental health and disability law and social policy. She holds the position of counsel to the Institute of Law Research and Reform. She has lectured in the Faculties of Law and Medicine at the University of Alberta and the Faculty of Social Welfare and Medicine at the University of Alberta and the Faculty of Social Welfare at the University of Calgary. She has a number of publications to her credit and has spoken at conferences and to special interest groups on many occasions. Ms Shone is a member of several organizations concerned about mental health matters locally, nationally and internationally, and has held a variety of executive positions. Presently, she is the President of Alberta Friends of Schizophrenics, and also chairs the Alberta Coalition for Equality Rights. The mental illness schizophrenia runs in her family.

Consultants

Jacqueline Singh has been involved in the planning and design of human services for the past seven years as a Principal of HSP Humanité Services Planning Ltd. Jacqueline is a Certified Health Executive with most of her professional career and volunteer activities spent in the areas of social services and rehabilitation.

Malcolm Holt is an architect, who has specialized in the design of human services rather than buildings. As a Principal of HSP Humanité Services Planning Ltd. he has held a concern for the provision of individualized service solutions wherever possible, and the need to recognize a person's uniqueness as the basic component around which services are provided.

Sylvia Mentz is a research assistant and writer with HSP Humanité Services Planning Ltd. Sylvia is a professional writer and editor.

The Function of the Council

Mandate

The government of Alberta recognizes that persons with disabilities should be full and equal participants in the life of the Alberta community. To achieve this equality the government wishes to positively influence the status, dignity, and quality of life for persons with disabilities. It will, therefore, set up a body which will inform the Premier, the public and government about issues of interest and concern to persons with disabilities.

The body will be known as the Premier's Council on the Status of Persons with Disabilities.

Role

The Council will have the legislated power to review, recommend and influence government policies and the coordination of services towards enhancing the status of persons with disabilities as equal Albertans. Accordingly, the Council will serve to connect consumers, advocates, agencies and other interested persons, and (at a senior level) all levels of government and government departments.

The Council will have the responsibility to advise and communicate with the Alberta community at large on any matter concerning the status and the quality of life of persons with disabilities. Communication will promote public/professional education/awareness that will engender positive attitudes towards, and a greater understanding of disabilities, so as to remove the barriers which impede the equal status of all persons.

The Council will represent the interests of persons with all types of disabilities.

The Council will be autonomous from the public service, although it will maintain close interdepartmental and intergovernmental contacts. Playing a bridging role on issues affecting the quality of life of persons with disabilities, the Council will maintain a broad range of contacts with consumers.

The Council will work with the World Health Organization's definitions of *Disability, Impairment* and *Handicap.*

The Council will be subject to a sunset clause which will be effective on July 1st, 1996.

Goals

In realizing its mandate, the Council will work towards the following goals:

- The attainment of equality by each and every person with a disability.

- The independence, self responsibility, self determination and realization of maximum potential for all persons with disabilities, in all facets of life, including:
  - education
  - family
  - health
  - recreation
  - residential
  - employment
  - transportation
  - legal

- The opportunity for each and every person with a disability to exercise his/her choice in all facets of life.

- The provision, by the generic service system, if the individual wishes, of individualized services on an equitable basis to each person with a disability.

- A positive perception by society at large of persons with disabilities.

- Change which will positively influence the status of persons with disabilities.

Objectives

To investigate, develop, promote and assist in the general understanding of a comprehensive definition of *disability.*

To investigate, develop, promote and assist in a general understanding of the factors that affect the *status* of persons with disabilities.

To enable all members of society at large to recognize each person with a disability as an individual functioning as a complete person in his/her own right.

To work towards the achievement of service equity utilizing (at the consumer's choice) generic, community-based services.

To research, develop, promote and provide a greater understanding of the full range of services required by, and available to persons with disabilities.

To promote ways in which current resources can be reallocated to increase the supply of services in the community.

To promote a public dialogue about the status of disabled persons.

To maintain credibility in all aspects of the Council's affairs.

To facilitate and to become a catalyst for change, where such change will positively influence the status of persons with disabilities.

Activities

Encourage public discussion through public consultation on all matters relating to the status of persons with disabilities, and prepare communication packages containing information that will:

- promote public awareness about the wellness of persons with disabilities
- promote professional awareness about persons with disabilities
- provide information of an educational nature about disabling conditions to public and professional audiences.

Review current and future policies affecting and concerning the status of persons with disabilities, and recommend to government ways in which those policies may become better.

Review the barriers, gaps and overlaps in the provision of funding, services and programs to persons with disabilities, and recommend to government ways in which funding, services, and programs may become better, within fiscal limits established by government.

Identify current and emerging issues that affect the status of persons with disabilities, and present them to respective government departments (as determined by each issue) and consumers, and present periodic information that will illustrate improvements in the status of persons with disabilities in Alberta.

Encourage a system for public use which collects and distributes information on funding, services and programs affecting the lives and status of persons with disabilities.

Investigate issues that influence the status of persons with disabilities.

The Structure of the Council

Council Composition

Membership

Council will comprise persons whose combined knowledge and understanding will include not only matters of *disability*, but also rural, urban and native issues. Membership will, therefore, include individuals from those different sectors of the Alberta community.*

A substantial number of Council members will be persons with disabilities, and/or parents or guardians of such persons.

Membership will include representation from the public at large.

Each member of Council, although possibly known and recognized for his/her activities within another organization, must function and speak as an independent representative to the Council.

Members of the public service whose work is related to policy development and/or service delivery may work with the Council in a consultative role at the request of Council, but may not hold membership on the Council by virtue of their position.

Terms of Office

The term of office for membership on the Council, including the Chairman, will be up to three years. Terms will be staggered to ensure continuity in the Council affairs. Council members may be reappointed for one additional term.

Total number of Members

Council will consist of up to a maximum of fifteen people, including the Chairman.

* Ten specific membership requests were received. These will be forwarded to the Chairman.

Council Composition

Chairman

The Chairman's position will require a part time commitment. The extent of his/her time commitment will vary according to the demands of Council affairs. The Chairman must be thoroughly acquainted with the issues that affect the lives and status of persons with disabilities, and have a general knowledge of government and the service delivery systems in Alberta.

Remuneration/ Expenses

The Chairman and Council Members will be paid honoraria and expenses for time directly spent on Council business, including any sub-committee, standing committee or task force duties that they may perform. Funding for the Council will be provided through a budget allocation of Executive Council.

Secretariat

The Council secretariat may consist of up to five full time staff, including the Executive Director. This small and efficient administrative unit will be independent of government, enabling the Council to maintain an autonomy, in keeping with its mandate.

The Secretariat will be responsible for running the Council's affairs on a day-to-day basis, and maintaining its administrative contacts and effective communications with consumers, public and government representatives on all aspects of the Council's business. Special expertise, required by the Council from time to time, will be contracted (rather than hired into staff positions) in a purposeful strategy.

The Secretariat will also provide administrative support services to sub-committees and task forces of the Council.

Executive Director

The Executive Director will be a generalist with superb communication skills, and a seasoned administrator with demonstrated experience in working on behalf of persons with disabilities.

S/he will also have a thorough understanding of government: its processes, its structure, and its jurisdictions, as well as an understanding of the agencies and service delivery systems in the province of Alberta.

The Executive Director will report to the Council, and will be an ex officio member of the Council. On a day to day basis s/he will liaise with the Chairman.

The Council will be responsible for advertising, and selecting to the position of the Executive Director.

Appointments

Nomination/ Selection Process

The Premier will receive nominations for, and select the Chairman and members of the Council.

The government will advertise to agencies, organizations and the public at large for all nominations to the Council.

The Council will informally nominate and select sub-committee and task force members.

The Chairman and Council members will be appointed by the Lieutenant–Governor in Council.

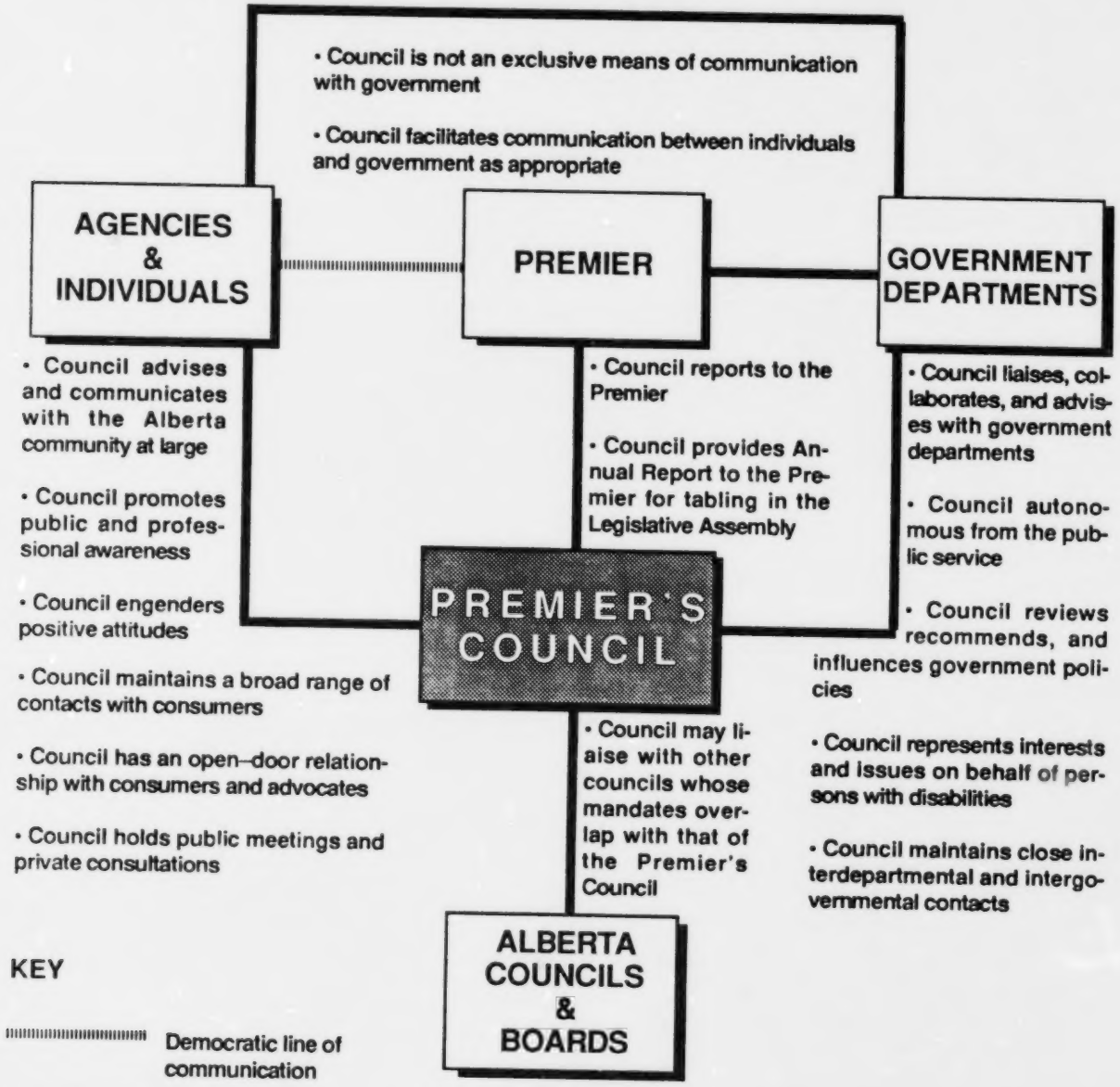
All members of sub-committees and task forces will be appointed by the Council.

Committees of Council

The Council will maintain standing committees to address areas of ongoing affairs. These will be: Personnel Committee, Finance Committee and Executive Committee.

Sub-committees or task forces will be struck by Council to deal with matters of immediate, ongoing, or emerging concern. The intent of these temporary sub-structures will be to do "practical work" (review, investigate) and make recommendations to Council on specific topics within a predetermined time frame and terms of reference. Typically, sub-committees and task forces will consult with agencies, consumers, and government departments in the course of their work. The Chairmen of sub-committees and task forces (Council members) will have expertise in the topic area. Sub-committees and task forces may second non-Council members who have special skills, knowledge and understanding relevant to a topic or task.

Context of the Council


• Council is not an exclusive means of communication with government
• Council facilitates communication between individuals and government as appropriate
AGENCIES & INDIVIDUALS
PREMIER
GOVERNMENT DEPARTMENTS
• Council advises and communicates with the Alberta community at large
• Council promotes public and professional awareness
• Council engenders positive attitudes
• Council maintains a broad range of contacts with consumers
• Council has an open–door relationship with consumers and advocates
• Council holds public meetings and private consultations
• Council reports to the Premier
• Council provides Annual Report to the Premier for tabling in the Legislative Assembly
• Council liaises, collaborates, and advises with government departments
• Council autonomous from the public service
• Council reviews recommends, and influences government policies
• Council represents interests and issues on behalf of persons with disabilities
• Council maintains close interdepartmental and intergovernmental contacts
PREMIER'S COUNCIL
• Council may liaise with other councils whose mandates overlap with that of the Premier's Council
ALBERTA COUNCILS & BOARDS
KEY
Democratic line of communication
Mandated lines of communication

The Relationships of the Council

Relationships

With Government

The Council will report on its activities, and current issues to the Premier on a regular basis. Also, it will present the Premier, as the Minister responsible, with an Annual Report which will be laid before the Legislative Assembly.

The Council will, therefore, maintain an access to the Cabinet through its relationship with the Premier, whilst at the same time working directly with the departments. In this way it is intended to build a Council with a high profile at arms–length from the departments of government. The Council can then influence, but not veto, the nature of change to existing and future policies affecting the status of persons with disabilities.

The Council will deal with any Minister, or combination of Ministers as required to address a specific issue.

The Council may also meet with any or all Member(s) of the Legislative Assembly.

In this relationship it is expected that the Council will have the full support of the public service, and that the Council will fulfill its role by liaising, collaborating, advising and consulting (providing significant input) with the different departments in policy development work, and that the Council will provide, as necessary, information relevant to any aspect of a specific policy issue. As such, the Council's review and comments will routinely be anticipated by any Minister concerning policy on legislative matters in his/her portfolio, that may affect the status of persons with disabilities.

The Council's authority to enter into this relationship will be safeguarded through its legislation.

Relationships

With Non–Government

The Council will maintain an open-door relationship with persons with disabilities and their advocates, community agencies, and the public-at-large. In support of this relationship the Council and/or its sub-committees and task forces should have the resources to travel throughout the province during the course of its work in order to encourage consumer participation in, and comment on its activities, and by holding public meetings, or private consultations, with all interested parties. In this way, the Council will generally maintain its high profile and public credibility.

In fulfilling its collaborative role the Council will also liaise with professional groups and service providers, as well as community agencies and advocacy groups. This liaison will be based upon the provision of information about available resources to consumers; the preparation of reports for public distribution; the development of information for public education and awareness; the circulation of a newsletter or journal in electronic, printed or audio recorded formats, and the provision of a toll-free telephone number to the Council.

In support of this relationship, the Council will advertise its affairs and objectives to encourage maximum participation in its processes. The Council's authority to enter into this relationship will be safeguarded through its legislation.

Democratic rights will not be supplanted by the appointment of the Council: it is *not* to be an exclusive means through which Albertans can speak to their Government on matters concerning persons with disabilities.

The Council will not duplicate the Ombudsman's functions, although it may refer individuals to the Ombudsman.

Relationships

With Other Councils and Boards

The Council may maintain relationships with other councils and boards inside and outside of Alberta, with respect to issues of common interest. The nature of ongoing formal and informal relationships with other councils and boards will be flexible, and oriented towards the sharing of information that will further the Council towards the pursuit of its goals.

Glossary

Glossary

Advocacy

Activity which involves taking up the cause of an individual or group of individuals and speaking on their behalf to ensure that their rights are respected and their needs are met.

(Source: You've Got a Friend: A Review of Advocacy in Ontario, 1987)

Consumers

Persons with a disability who may or may not be receiving social and health services and funding.

Disability

The loss or reduction of functional ability and activity that is consequent upon impairment. (It is characterized by excesses and deficiencies of behaviour and other functions customarily expected of the body or its parts. It involves functional limitation and/or activity restriction).

(Source: World Health Organization).
(Quoted from OBSTACLES, the Third Report, 1981).

Generic Services

Non-specialized services, and/or those specialized services available to all people.

Goal

Object of effort (something beyond reach)

Handicap

The disadvantage that is consequent upon impairment and disability. (It represents the social and environmental consequence to the individual stemming from the presence of impairments and disability).

(Source: World Health Organization).
(Quoted from OBSTACLES, the Third Report, 1981).

Impairment

A generic term that embraces any disturbance of or interference with the normal structure and functioning of the body, including the systems of mental function. (It is characterized by a

Glossary

permanent or transitory psychological, physiological, or anatomical loss or abnormality, defect, or loss of limb, organ, tissue, or other structure of the body, or in a functional system or mechanism of the body).

(Source: World Health Organization).
(Quoted from OBSTACLES, the Third Report, 1981).

Mandate Commission to act for another. Authoritative command.

Objective A step towards a goal (something achievable).

Role One's task or function.

Status Standing, rank, or position held by a person in relation to others.
(Source: Oxford English Dictionary).

Wellness Concept that persons are not ill.

Appendices

Appendix One

Summary of Concerns Expressed to the Steering Committee

Introduction

The Steering Committee met with, or received submissions from many individuals and groups representing persons with disabilities in Alberta. Gathering the ideas and concerns of such a diverse group of representatives in private and informal sessions did not allow a scientific survey, nor was that the Committee's intent. Many positive comments were made about the service system, and the level of services available to Albertans. The following information provides topics which the Committee learned were significant by the repetition with which they were raised. Note, they have not been ranked into priority order.

The Service System

The single-most common concern of many people who spoke to the Steering Committee was the lack of coordination of services within the service system. People must connect with services. This was not happening as well as it should in their opinion.

Information

The perceived lack of information is an issue *within* the service system, yet an important aspect *of* the system that warrants particular note.

Living in the Community

The concepts of community living, independent living, and community reinvestment was strongly embraced by all people from whom we heard. There is a need for consumers and government to clearly define what is meant by these concepts. Many concerns and comments were recieved about how living in the community could be achieved, and what may affect the realization of its full potential.

Transportation

Issues related to transportation range from very specific concerns voiced by individual consumers, to problems related to overall service delivery and funding allocation. Consumers have suggested that priority seating for disabled persons and visual and auditory signage be provided on public transportation systems.

Appendix One

Employment

The need for employment opportunities for disabled persons crosses all disability groups. Not only must the negative perceptions of employers be addressed, but many consumers require assistance to enable them to participate successfully in employment or in the job market.* To promote hiring of persons with disabilities, legislation addressing hiring practices in the private and public sectors has been recommended.

*Some consumers have stated that such assistance must make them competitive rather than provide them with employment because they have a disability.

Institutions

The fact that there are large institutions in Alberta for persons with mental handicaps and mental illness is cause for concern to many groups that we met or heard from. There was strong support for allocating more resources to community services

Access to Service

Many consumers commented upon specific difficulties in gaining access to the service system. Reasons varied, but were generally focussed around the uniqueness of a particular situation, or due to factors related to a community and home environment, which in turn contributed to limited opportunities for employment, mobility, or support. In this regard the Committee particularly learned that native people with disabilities face additional disadvantages due to poverty, isolation and federal/provincial disputes.

People with Brain Injury

Although the discussion of concerns has not focused on specific disability groups, brain injury is a separate and unique category, because the consumers often cross boundaries, needing physical, mental and cognitive retraining. While it is not a new problem, brain injury has only recently been recognized as requiring specialized attention.

Legal

A specific point of concern raised with regard to the judicial system is its discretionary powers, particularly over persons with mental disabilities. The concern is even more acute with regard to native persons with mental disabilities.

Appendix One

Four pieces of legislation were of concern to respondents:

- Injured workers affected by W.C.B. legislation felt that they should have recourse to the judicial system with their appeals.

- The proposed Alberta School Act (Bill 59) has elicited strong objections, in connection with clauses pertaining to the education of children with mental handicaps.

- The lack of protection to persons with mental disabilities under the Individual's Rights Protection Act was pointed out to the Committee.

- The proposed Mental Health Act evoked concerns regarding civil commitment procedures and treatment decisions.

Income Support

The government was commended for the Assured Income for the Severely Handicapped program by many groups and individuals. Common concerns were: the lack of control of funds in some cases by the individual with the disability; the inflexibility of the program; and inconsistency for eligibility within and between Regions of the Department of Social Services.

Education for People with Disabilities

Despite various concerns related to education, the consensus appeared to be that improved educational programs are required at all levels for all ages within the population with disabilities. While specialized programs were needed for some groups, such as children with learning disabilities, an integrated educational system was preferred by many respondents.

Appendix One

Other Common Topics

- The need for greater professional and public awareness regarding persons with disabilities.
- The need for information sharing and communication between all groups concerned with persons with disabilities, and consumers themselves.
- The availability of sexuality counselling for persons with disabilities.
- The need to review and analyze existing information and reports including:
  - Equality for All
  - Charrette '85
  - Taking Charge - Strategies for Independence, Conference Report, March, 1987;
  - Passages 2000, Conference Report, April, 1987;
  - Decade of the Disabled - Preliminary Report Card Results;
  - ACDC, September, 1987;
  - The Klufas Report on Services to Disabled Persons, January, 1983; and
  - OBSTACLES, 1981.
  - Community Reinvestment
  - Community Living 2000
- The continued need for increased accessibility in the built environment...streets, malls, restrooms and transportation.
- The need that persons with disabilities have for advocates, so that they get representation in, and assistance with decisions that concern them.
- The need for research; although no clear focus emerged as to what type of research should be considered, and to which disabling conditions it should be applied.

Appendix Two

NAME	REPRESENTING	CITY
	Day Treatment Centre	Grande Prairie
Aitcheson, Isabel	Alberta Association for Disabled Skiers	Calgary
Allan, Doug	Cystic Fibrosis Foundation	Fort McMurray
Allen, Liz	Lethbridge Handicapped Riding Association	Lethbridge
Alton, Mr. H.M.	Alberta Transportation	Edmonton
Anderson, Joyce	Family & Community Support Services	Fort McMurray
Andrews, Michael B.	Alberta Vocational Centre	Edmonton
Aubry, Peter		Calgary
Ausman, Mr. D.S.	City of Edmonton	Edmonton
Bakal, Janice	The University of Calgary	Calgary
Batra, G.R.	Alberta Culture	Edmonton
Bayly, Rich	Alberta Long Term Care Association	Edmonton
Benson, Sylvia	Canadian Paraplegic Association	Calgary
Binnie, Mr. Roy	Alberta Friends of Schizophrenics	Calgary
Boehme, Val	Canadian Mental Health Association	Lethbridge
Bonner, Mr. Mike	The Association of Injured Workers	Calgary
Bosetti, Dr. Reno	Alberta Education	Edmonton
Bovee, Marnie	ACT Recreation Centre Advisory Board	Edmonton
Bridges, Vicky	Calgary Action Group of the Disabled	Calgary
Brock, Kaye	Mel Laine Society	Calgary
Brooks, Skip	Status of Disabled Persons	Hull
Brow, Mrs. William		Calgary
Brown, Marilyn	New Hope School	St. Paul
Brown, Mrs. Linda	Spina Bifida Association of Southern Alberta	Calgary
Buchwald, Dr. H.	Community and Occupational Health	Edmonton
Burgess, Barry	Alberta Social Services	Edmonton

Appendix Two

NAME	REPRESENTING	CITY
Cameron, Patricia	Canadian Mental Health Association	Calgary
Cardinal, Mr. Jim	Saddle Lake Health Care Centre	Saddle Lake
Centis, J.	Muscular Dystrophy Association	Edmonton
Chamberlain, Tina	Alberta Lung Association	Edmonton
Chilton, Ms Heather	Alberta Association of Registered O.T.	Edmonton
Chipera, Joanne		Calgary
Clark, Linda	Redi Enterprises	Medicine Hat
Coffin, Linda	Coalition of Parents of Children with Dis.	Calgary
Conquergood, Ann		Edmonton
Coombs, Rose		Taber
Cope, Ken		Calgary
Crozier, Shirley	Alberta Cerebral Palsay Association	Calgary
Dechaine, Joanne		Mallaig
Dennis, Steven	Western Industrial Research & Training Ctr.	Edmonton
Desjardins, Donna	Lakeland Society of Excep. Families in Action	St. Paul
Dickinson, Randy	Premier's Council on the Status of Dis. Pers	Fredericton
Dinning, Honourable Jim	Community and Occupational Health	Edmonton
Dorohoy, Marilyn	Canadian Mental Health Association	Medicine Hat
Drozdowster, Aileen	Cystic Fibrosis Foundation	Edmonton
Dryden, Vera	Parents of Handicappers Association	Medicine Hat
Duncan, Mrs. G. Lynne	Department of Advanced Education	Edmonton
Dupont, Mrs. Pearl	Ft. McMurray Physically Handicapped Assoc.	Fort McMurray
Engel, Gordon		
Fader, Pat	Alberta Culture Library Services	Edmonton
Farmer, Pauline	Goodwill Rehab. Services of Alberta	Edmonton
Feika, Irene	Alberta Committee of Disabled Citizens	Edmonton

Appendix Two

NAME	REPRESENTING	CITY
Finkbiner, Dawn		Didsbury
Fisher, Berta	People First	Edmonton
Fornwald, Jonas	Calgary Assoc. for the Mentally Handicapped	Calgary
Fraser, Jean	Calgary Board of Health	Calgary
Gionet, Valentine	Canadian Mental Health Association	Fort McMurray
Goebel, Wendy	Blind Society of Alta. with Self-Help Tactics	Edmonton
Gonzales, Vivian		Calgary
Graham, Alice		Caroline
Hall, Dr. Tim	Alberta Children's Hospita	Calgary
Hanson, Sonja	Independent Living Service	Grande Prairie
Harewood, Mr. Lou	Vegreville Association for the Handicapped	Vegreville
Heller, Stan	Development and Communications	Lethbridge
Hemphill, June	Vermilion Assoc. for the Mentally Retarded	Vermilion
Hennig, G.P.	The Good Samaritan Society	Edmonton
Hill, Mr. Leo B.	Medicine Hat Regional Hospital	Medicine Hat
Hinger, Ed	Rehabilitation Society of Southwestern Alta.	Lethbridge
Hirl, Karen	The City of Calgary	Calgary
Hobbs, Eileen M.		Lethbridge
Homer, F.G.	The Canadian National Institute for the Blind	Edmonton
Johnson, Malcolm	Alberta Public Works	Edmonton
Johnson, Mrs. Yvonne		Red Deer
Johnston, Doris		Calgary
Junk, Mr. D.J.	Alberta Hospitals and Medical Care	Edmonton
Jurak, Fran	Learning Disabilities Assoc. of Alberta	Fort McMurray
Kaminski-Morris, Patty	Citizen Advocacy Society of Calgary	Calgary
Kanewischer, D.M.	SKILLS	Edmonton

Appendix Two

NAME	REPRESENTING	CITY
Killan, Elizabeth	Calg. Coal. of Parents of Child. Handicaps	Calgary
Killick, Mr. Jim	Easter Seals Ability Fund	Edmonton
King, Mr. Bob	Alberta Solicitor General	Edmonton
Koop, Randy	Glenrose Rehabilitation Hospital	Edmonton
Kowalchuk, Peter		Edmonton
Kowalski, Mr. Ken		Edmonton
Kriaski, Irene	Peace Dist. Soc. for the Physically Disabled	Grande Prairie
Kuhn, Cheryl	South Peace Area Riding for the Disabled	Grande Prairie
Kuiken, Mr. Jake	Alberta Association of Social Workers	Edmonton
Lacey, Dr. Barbara	City of Lethbridge	Lethbridge
Laing, Donelda	Canadian Mental Health Association	Grande Prairie
Langille, Mr. Doug	City of Edmonton	Edmonton
Larsson, Birgitta	Alberta Social Services	Edmonton
Laurent, Roy	Native Outreach	Edmonton
Le Blanc, Paul	Association for Community Living, N. B. Div.	Fredericton
Leahey, Margaret	Alberta Advisory Council on Women's Issues	Edmonton
Letourneau, Roland J.	Medicine Hat Assoc. for the Ment. Retarded	Medicine Hat
Lundgren, Judy		Lindbergh
MacDonald, Gail	Fort McMurray Regional Hospital	Fort McMurray
MacGregor, Don	Alberta Hospital Association	Edmonton
Magee, Susan	Community Living Society	Peace River
Makie, Howard	Red Deer Action Group for the Physically Dis.	Red Deer
Mann, Mr. W.K.	Alberta Municipal Affairs	Edmonton
Manning, Ruby	Ft. McMurray District Health Unit	Fort McMurray
Marshall, Mrs. Barbara		Fort Sask.
Martin, Peter	South Peace Day Treatment Centre Society	Grande Prairie

Appendix Two

NAME	REPRESENTING	CITY
Mason, Dave	Alberta Association for the Deaf	Edmonton
McDaniel, Joan	F. J. McDaniel Ltd.	Edmonton
McFall, Shirley	Multiple Sclerosis Society of Alberta	Edmonton
McPherson, Gary	Aberhart Hospital	Edmonton
Meaks, Dan	Transitional Vocational Prog. Keyano College	Fort McMurray
Mellors, Clint	Alberta Labour	Edmonton
Mikkelsen, Olga		Calgary
Miller, Elaine	Muscular Dystrophy Assoc. of Canada	Edmonton
Miller, Reg	The People First Association of Lethbridge	Lethbridge
Montpetit, Mr. Ron	St. Paul & Dist. Assoc. for the Handicapped	St. Paul
Moore, Mr. Allan	Ontario Advisory Council for Disabled Persons	Toronto
Moore, Mr. J.R.	Health and Welfare Canada	Edmonton
Morton, Jean	Huntingtons Disease Resource Centre	Edmonton
Mulder, Wally	REHOBOTH Christian Association	Stony Plain
Necula, James	People First Edmonton	Edmonton
Neel, Gene R.	In-Definite Arts	Calgary
Nelson, Doug	Alberta Friends of Schizophrenics	Edmonton
Nelson, Margaret	Alberta Friends of Schizophrenics	Lethbridge
Nickel, M.D.	Accessible Housing Society	Calgary
Nowicki, J. Julian	Recreation Development Division	Edmonton
Orn, Dr. Don	Alberta Mortgage & Housing Corporation	Edmonton
Orton, Joanne	Learning Disabilities Assoc. of Alberta	Edmonton
Osterman, Honourable Connie	Alberta Social Services	Edmonton
Parsons, Gail	Alberta Association of Rehab. Centres	Calgary
Pasareno, Iris	START - Salvation Army	Fort McMurray
Paton, Mr. Gordon	Canadian Council for the Blind	Red Deer

Appendix Two

NAME	REPRESENTING	CITY
Patterson, Mary	Muscular Dystrophy Association of Canada	Edmonton
Plested, Mrs. Gwen	Wetoka Health Unit	Wetaskiwin
Plotnikoff, Mr. Ken	Calgary Association for Independent Living	Calgary
Porosky, Mrs. Fran	Robin Hood Assoc. for the Handicapped	Sherwood Park
Porozni, Bob & Margaret	St. Paul Willow Woods Home Society	St. Paul
Povaschuk, Jim & Lucille		Elk Point
Pryde, Morris		Calgary
Pugsley, Joan	C.A.C.L.D.	Calgary
Quinlin, Michael	Hard of Hearing Association of Calgary	Calgary
Quinn, D. Harry	Grande Prairie Friends of Schizophrenics	Grande Prairie
Ratke, Dorothy	Learning Disabilities Assoc. of Alberta	Sherwood Park
Robinson, Colleen	Association for the Hearing Handicapped	Edmonton
Rose, Donna L.	Community Resource Centre	Medicine Hat
Rowe, Mildred		Medicine Hat
Rupprecht, Mr. Al	Alberta Friends of Schizophrenics	Calgary
Saunders, Iris	Employment Serv. for the Physically Disabled	Edmonton
Saunders, Richard	Rural Health Care Association of Alberta	Edmonton
Schmaltz, Mr. Steve	Implementation Committee	Edmonton
Scott, Muriel	Northern Alberta Brain Injury Society	Edmonton
Shields, Tom	Grande Prairie Residential Society	Grande Prairie
Spencer, Brian	Canadian Mental Health Association	Red Deer
Stewart, Cindy	Society for Parents of Hearing Imp. Children	Calgary
Tadman, Mr. Hugh F.	Edmonton Board of Health	Edmonton
Tarnawski, Mary-Anne	Multiple Sclerosis Society	Calgary
Todd, Reina		Calgary
Trachsel, Luxie C.E.	Physical Medicine and Rehabilitation	Edmonton

Appendix Two

NAME	REPRESENTING	CITY
Ullrich, Rolf J.		Edmonton
Valentich, Dr. Mary	The University of Calgary	Calgary
VanderVoort, Beth	United Way of Fort McMurray	Fort McMurray
Vanderleek, Jake	Friends of Schizophrenics	Blackfalds
Varga, Dick	Citizen's Res. Ctr. of Southwestern Alberta	Lethbridge
Vargo, Dr. J.W.	Faculty of Rehabilitation Medicine	Edmonton
Wagner, Pam	Medicine Hat Rehabilitation Society	Medicine Hat
Waite, Eileen		Calgary
Walker, Lynn	Mel Laine Society	Calgary
Watson, Mrs. Jo Ann	Edmonton Meals on Wheels	Edmonton
Webster, Alma	Edmonton Hard of Hearing Assoc. for Adults	Edmonton
Welsh, Mr. Allan	Alberta Human Rights & Civil Liberties Assoc.	Edmonton
Whetham, Erla	Handicapped Housing Society of Alberta	Edmonton
Widmer, Mr. Ken	Canadian Council of the Blind	Medicine Hat
Williams, Dave	People's Choice Fellowship of Grande Prairie	Grande Prairie
Winship, William J.	Community Rehabilitation Program	Edmonton
Wong, Brenda	A.R.P.A. Special Needs Committee	Edmonton
Woods, Dr. Donald		Grande Prairie
Worth, Dr. Walter H.	Department of Educational Administration	Edmonton
Wright, Wayne	Michener Centre	Red Deer
Yoos, Karen		Lethbridge
de Boer, Mr. Rudy		Red Deer
van Beveren, A.J.	The Assoc. of Adult Social Day Programmes	Edmonton

Appendix Three

List of Written Submissions

I. INDIVIDUALS

- Pete Aubry, Calgary
- Joanne Chipera, Calgary
- Rose Coombs, Taber
- Gordon Engel
- Dawn Finkbiner, Didsbury
- Vivian M. Gonzales, Calgary
- Eileen M. Hobbs, Lethbridge
- Joan F. McDaniel, Edmonton
- Rolf J. Ulrich, Edmonton
- Lynn Walker, Calgary

II. GOVERNMENT

- G. R. Batra
  Alberta Culture
  Edmonton
- D. J. Junk
  Assistant Deputy Minister
  Policy Development Division
  Alberta Hospitals and Medical Care
- Harvey M. Alton
  Deputy Minister
  Alberta Transportation and Utilities
- Malcolm Johnson
  Executive Director
  Property Technical Planning
  Alberta Public Works, Supply and Services
- E. Barry Mitchelson
  Deputy Minister
  Alberta Recreation and Parks

III. AGENCIES

- Learning Disabilities Association of Alberta
  Fort McMurray Chapter
- D. A. Macgregor
  President
  Alberta Hospital Association
- Darlene Guilbault
  President of Edmonton Chapter
  Canadian Cystic Fibrosis Foundation
- Gerry Law
  Chairman, Government Affairs
  Calgary Association for the Mentally Handicapped
- The Alberta Rehabilitation Council for the Disabled
  Operating As The Easter Seal Ability Council
- The Calgary Chapter of Alberta Friends of
  Schizophrenics
- The Edmonton Chapter of Alberta Friends of
  Schizophrenics
- Margaret V. Bridges, Chairperson
  Calgary Action Group of the Disabled
  and
  Dan Bush
  National Board of Directors
  Muscular Dystrophy Association
- J. W. Vargo
  Associate Dean
  Faculty of Rehabilitation Medicine
  University of Alberta
- Mike Bonner
  Association of Injured Workers of Calgary &
  District

Appendix Three

- Roland Letourneau, Executive Director
  Darrell Shuell, Director of Vocational Services
  Sylvain Bellefeuille, Director of Residential Services
  Medicine Hat and District Association for the Mentally Retarded

- Ruth Cripps, Director
  Community Outreach Services
  Alberta Children's Hospital
  Child Health Centre
  Calgary

- Brenda Wong
  Special Needs Committee Co-Chairperson
  Alberta Recreation and Parks Committee

- Board Members
  Mel Laine Society for the Rehabilitation of the Brain Injured

- Patty Kaminski - Morris
  President
  Citizen Advocacy Society
  Calgary

- Dick Varga
  Executive Director
  Citizen's Resource Centre of Southwestern Alberta

- Ed Hinger
  Executive Director
  Rehabilitation Society of Southwestern Alberta

- Reg Miller, Executive Assistant
  Myrtle Wilson, President
  Mary Hyder, Past President
  Leonard Newton, Consumer, Board Member
  Marilyn Hall, Consumer
  People First Association of Lethbridge

- Red Deer Action Group for the Physically Disabled

- Jake Kuiken
  Vice President
  Alberta Association of Social Workers

- A. J. (Bea) van Beveren
  Executive Director
  The Association of Adult Social Day Programmes
  Edmonton

- Canadian Mental Health Association
  Calgary

- Donna L. Rose
  Chairman, Board of Directors
  Community Resource Centre
  Medicine Hat

- Fran Porosky
  President
  Robin Hood Association for the Handicapped
  Sherwood Park

- M. D. Nickel
  Business Manager
  Accessible Housing Society
  Calgary

- Janice Bakal
  Chairperson,
  Advisory Committee to the Co-ordinator of Disabled Student Services
  University of Calgary

- Alma Webster
  Edmonton Hard of Hearing Association For Adults

- Linda Coffin
  Coalition of Parents of Children with Disabilities
  Calgary

- G. P. Hennig
  President
  The Good Samaritan Society
  Edmonton

- Linda Brown, President
  Richard Trussell, Program Coordinator
  Spina Bifida Association of Southern Alberta

Appendix Three

- Dorothy Ratke
  President
  Learning Disabilities Association of Alberta
  Strathcona Chapter

- Steven Dennis
  Vice President Research
  Western Industrial Research and Training Centre
  Edmonton

- R. Koop
  Vice-Chairman
  Board of Management
  Glenrose Rehabilitation Hospital
  Edmonton

- Wally Mulder
  Executive Director
  REHOBOTH
  A Christian Association for the Mentally
  Handicapped of Alberta
  Stony Plain

- Michael Andrews
  President
  Alberta Vocational Centre
  Edmonton

- Gene R.Neel
  Executive Director
  In-Definite Arts Society
  Calgary

- Gail Busee
  President
  Learning Disabilities Association of Ponoka

- Colleen Robinson
  Executive Director
  Association for the Hearing Handicapped
  Edmonton

- Heather Chilton
  President
  Alberta Association of Registered Occupational
  Therapists
  Edmonton

- Jean Fraser
  Chairman
  Calgary Board of Health

- June Hemphill
  Administrator
  Vermilion Association for the Mentally
  Handicapped

- Marnie Bovee
  Chairman
  A. C. T. Recreation Centre Advisory Board
  Edmonton

- Susan Magee
  Executive Director
  North Peace Community Living Society
  Peace River

- J. Centis
  President
  Muscular Dystrophy Association of Alberta
  Calgary Chapter

- South Peace Area Riding for the Disabled Society

- Cheryl Birch
  Director of Rehabilitation Services
  L. B. Hill
  Executive Director
  Medicine Hat Regional Hospital

- Gordon Drybrough
  Executive Director
  Medicine Hat Rehabilitation Society

- Marilyn Dorohoy
  Regional Director
  Canadian Mental Health Association
  Medicine Hat

- David G. Mason
  President
  Alberta Association of the Deaf
  Edmonton

Appendix Three

- Joan Pugsely
  Vice-President Advocacy
  Learning Disabilities Association of Alberta
  Calgary Chapter

- Canadian Paraplegic Assocation
  Southern District - Alberta Division
  Calgary

- Handicapped Housing Society of Alberta
  Edmonton

- Northern Alberta Brain Injury Society

- Tina Chamberlain
  C. O. L. D. Respiratory Problems Club
  Connie Chapman
  Program Co-ordinator
  Alberta Lung Association

- Irene Feika, Past President
  Jay Jennings, Vice President
  Alberta Committee of Disabled Citizens
  Edmonton

- Emile Cardinal
  Handicapped and Disabled Society
  Saddle Lake

- Iris M. Saunders
  Executive Director
  Employment Services for the Physically Disabled
  Edmonton

- St. Paul and District Association for the Handicapped

- The Board of Directors
  Goodwill Rehabilitation Services of Alberta

- Hugh Tadman, Chairman
  Edmonton Board of Health

- Dr. Mary Valentich and Dr. James Gripton
  Faculty of Social Welfare
  The University of Calgary

- Gwen Plested, Acting Home Care Supervisor
  Wetoka Health Unit
  Wetaskiwin

- Karen Hirl
  Equity Outdoors
  Parks & Recreation Department
  The City of Calgary

- Ron Montpetit, Executive Director
  St. Paul & District Association for the Handicapped

- Ken Plotnikoff
  Chairman of the Board
  Calgary Association for Independent Living

- Luxie C. E. Trachsel
  President
  Alberta Physiatrists' Association

- Isabel Aitcheson
  Executive Coordinator
  Alberta Association for Disabled Skiers
  Calgary

- D. S. Ausman, General Manager
  Parks and Recreation
  The City of Edmonton

- Elaine Borle, President
  Learning Disabilities Association of Alberta
  Edmonton

- Mary Patterson
  Personal Support Services Coordinator
  Muscular Dystrophy Association of Canada
  Edmonton

- Ruby Manning, Home Care Manager
  Fort McMurray and District Health Unit #29

- Shirley Crozier, Director
  Judith C. Dyke, Provincial Director
  The Cerebral Palsy Association in Alberta
  Calgary